

**UNISON ABERDEENSHIRE BRANCH  
ANNUAL GENERAL MEETING  
Tuesday 12 February 2019**

at 1730 - 1930, Apex City Quay Hotel, 1 West Victoria Dock Road, Dundee,  
DD1 3JP

**Wednesday 13 February 2019**

at 1200 - 1400, Committee Room 1, Woodhill House, Aberdeen.  
and  
at 1900 - 2100, Kintore Arms Hotel, High Street, Inverurie.

**A G E N D A**

If there are contested elections, hustings will be held 30 minutes before each meeting start time.

1. Chairperson's remarks
2. Appointment of Tellers/Minute Taker
3. (a) Minute of AGM 2018  
(b) Matters arising
4. Annual Report  
Annual Report on the work of the branch. Questions and discussion will follow.
5. Ratification of Branch Officers  
Ratification of Branch Stewards
6. Treasurer's Report and Presentation of Accounts  
The accounts for the year ended 31 December 2018
7. Pay Report and Cornerstone Community Care Report
8. Motions:
  1. Disability: Meaningful Annual Statistics
  2. End poverty in the world's fifth richest economy
  3. UNISON De-recognition
  4. Violence at Work
  5. Campaign for Climate Change Resilient Public Services
  6. Honoraria
9. Any other competent business  
(This should be advised to chairperson before the start of the meeting)
10. Close of meeting

To be available at meeting

To be available at meeting

List enclosed  
List enclosed

To be available at meeting

List enclosed

\*\*If you wish advance copies of the papers to be tabled at the meeting, please contact the Resource Centre on 01224 620624 or e-mail:

[GrampianResourceCentre@unison.co.uk](mailto:GrampianResourceCentre@unison.co.uk)

**AGM 2019 OFFICER & STEWARD NOMINATIONS AS AT 18 JANUARY 2019**

<b>Branch Officer</b>	<b>Name</b>
Chair (Job Share)	Stephen Gray and Kate Ramsden
Vice Chair	Kathleen Kennedy (Vice Chair)
Branch Secretary	Inez Kirk
Assistant Branch Secretary	
Assistant Branch Secretary (Full Time Secondment)	Bill Edwards
Treasurer	Ann Gray
Education Officer	Morag Lawrence
Health and Safety	Richard Lawrence
Branch Development	
Recruitment Officer	
Communications Officer	Kate Ramsden
Magazine Editor	Morag Lawrence
Retired Members	
Welfare Officer	
International Officer	**Scott Broadley
Equalities Officer	
Labour Link Officer	
Cornerstone Convenor	Jamie Kelly and Charles Keown
Cornerstone Vice Convenor (two posts)	Margaret McHenry , Audrey McCabe, Pat Lee
Pensions Officer	Morag Lawrence

**STEWARDS - ABERDEENSHIRE COUNCIL:**

<b>Name</b>	<b>Service</b>	<b>Location</b>
Morag Lawrence	Business	Aberdeen: Woodhill House
Kathleen Kennedy	Infrastructure	Aberdeen: Woodhill House
Bob Slessor	Infrastructure	Inverurie: Gordon House
Steven Gray	Infrastructure	Inverurie: Gordon House
Ann Gray	Infrastructure	Inverurie: Gordon House
Richard Lawrence	Infrastructure	Peterhead
Ashok Mehta	Education & Childrens Services	Mackie Academy
Graham Wilson	Education & Childrens Services	Ellon Academy Community Campus
**Phillip Dack	Education, Leisure & Learning	Inverurie Academy
**Grant Stirling	Education, Leisure & Learning	Inverurie Academy
Bill Edwards	HR & OD	Macduff
**Fiona Stott	Health & Social Care Partnership	Peterhead

Cont.



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**AGM 2019 OFFICER & STEWARD NOMINATIONS AS AT 18 JANUARY 2019**

**STEWARDS - OTHER EMPLOYERS:**

<b>Name</b>	<b>Employer</b>	<b>Location</b>
Jamie Kelly	Cornerstone Community Care	Glasgow
Charles Keown	Cornerstone Community Care	Dunbartonshire
Brenda Richmond	Cornerstone Community Care	Ardrossan
Margaret-Anne Percy	Cornerstone Community Care	Ardrossan
Margaret McHenry	Cornerstone Community Care	Airdrie
Pat Lee	Cornerstone Community Care	Airdrie
**Scott Broadley	Cornerstone Community Care	Airdrie
Audrey McCabe	Cornerstone Community Care	Dundee
John Chalmers	Inspire	Aberdeen: Viewfield Avenue
Robert Allan	Inspire	Aberdeen: Holland Street
Jim Noble	Grampian Housing Association	Aberdeen: Huntly Street
Monica Bevilacqua	Aberdeen Foyer	Aberdeen

**\*\* Nomination received after 18/01/2019**

## ANNUAL GENERAL MEETING 2019 MOTIONS

### Motion 1: Disability - Meaningful Annual Statistics

UNISON recognises that, in November 2018, the DWP launched a voluntary scheme for employers to publish their statistics on employing disabled people. We welcome this but it is only voluntary when we believe it needs to be compulsory.

We recognise that, under the Disability Discrimination Act and the Equality Act 2010, there should be no disability discrimination and, in fact, the law requires more favourable treatment where there is a duty to provide reasonable adjustments.

Where the Equality Act does allow for positive discrimination, we believe it is now time for employers to become properly accountable. We have all seen the call from the Scottish Government for employers to become Disability Confident. Aberdeenshire Council is one such employer to gain the bronze award. So we believe that as part of this, employers should openly publish statistics yearly on the employment of disabled people to prove they are Disability Confident employers.

We believe that statistics should be published annually by all employers, but especially those in the public sector, on the numbers of disabled people that

- have been interviewed
- have been appointed
- the numbers achieving promotion
- the length of time that disabled staff have been employed
- how many members of disabled staff on each pay scale
- the numbers dismissed on capability grounds.

Given that the Scottish Government is actively pursuing its Fair Work plan to make Scotland a fairer place for all workers including disabled people, this motion is consistent with that.

We call on the Branch:

1. to press Aberdeenshire Council and employers in the community and private sector to voluntarily take part in the existing DWP scheme and to annually publish their stats.
2. to take this motion to UNISON National Delegate Conference to call on UNISON to lobby the UK government to pass legislation to make the collection of statistics on the employment of disabled people compulsory.
3. to call on UNISON Scotland to actively lobby the Scottish Government to make the publishing of these statistics compulsory, to ensure that Scottish workplaces and fairer and are fairer places for disabled people.
4. to raise this issue Scottish Council and any other conferences to call on UNISON Scotland to lobby the Scottish Government for these changes.
5. to call upon the Labour Link to raise this through the Labour Party.
6. to report back on this at the next year's AGM.

We also call on members to actively be aware if they no longer see any employees with visible disabilities and to do what they can to request an update as to their situation.

Proposed by: Branch Committee



Aberdeenshire Branch  
Item 8

**Motion 2: End poverty in the world's fifth richest economy**

This AGM condemns the rise of poverty across the UK, especially child poverty. The branch has warned in the past that Tory government austerity policies would hit the poorest hardest whilst the richest few amass greater and greater wealth. This has come to pass, with cuts to public services - which have a far greater impact on the poorest in our society, and Draconian cuts to benefits for low income and disabled families.

All the while, the richest have seen their wealth grow. Research by the Equalities Trust shows that the 1,000 richest people in the UK in 2018 had total wealth of £724bn, which is an increase of £274bn in the past five years and an increase of £66bn in the past year alone. This is comfortably more wealth than that held by the poorest 40% of household.

The mantra that “work pays” rings very hollow when we realise that two thirds of children who live below the breadline come from families with one or both parent in work. The rise of insecure employment, zero hours contracts and bogus self-employment has left more and more people struggling to make ends meet and dependent on food banks in the world's fifth richest economy. The roll out of Universal Credit has added to the misery for millions of claimants, left for weeks without income and struggling to make ends meet on what they do receive.

A recent report the by the UN Special Rapporteur, Sir Philip Alston reached the conclusion that UNISON has been saying for many years - namely that poverty is a political choice; that austerity could easily have spared the poor, if the political will had existed to do so. The last budget could have transformed the situation of millions of people living in poverty, but the political choice was made to fund tax cuts for the wealthy instead.

This AGM deplores those political choices that have vastly increased inequality in this country. We condemn the UK government's strategy of demonising the poorest in our society and setting vulnerable people against each other to mask the fact that the real divide is between the very richest in our society and the rest of us.

We are very concerned that things will only get worse after Brexit and the poor will pay the price.

This AGM calls on the branch to:

1. renew our efforts to highlight the plight of those living in poverty and dependent on food banks in this affluent part of the world and lobby politicians, especially local Conservative MPs to address this disgrace created by their government.
2. engage our members in campaigning for decent pay and proper funding for public services by lobbying councillors, MSPs and MPs locally.
3. name and shame any local politician who votes for policies designed to benefit the rich and hit the poorest hardest.

We further call on UNISON at Scottish and UK level to:

1. renew efforts to highlight the plight of those living in poverty and to campaign for fair taxation by both Scottish and UK governments that takes from those who can afford it, to fund public services and decent benefits for the poorest and most vulnerable.



Aberdeenshire Branch  
Item 8

2. campaign for an end to Universal Credit in favour of a fairer more equitable system that offers decent social security to all those who need it.
3. Continue to fight for decent pay for all our members and to campaign against insecure employment and zero hours contracts.

Proposed by: Branch Committee

### **Motion 3: UNISON De-recognition**

This AGM condemns the deplorable action of one of the largest voluntary sector providers of social care in Scotland, Cornerstone Community Care, to de-recognise UNISON for standing up for our members over pay.

In a ballot, members rejected the pay offer of 1% and the payment of the living wage for sleepovers backdated to October and the living wage of £8.75 per hour. This offer in no way reflects the rate of current inflation and does not reflect current Scottish Government Pay Policy of 3%. 92% of our members rejected the offer.

UNISON had been negotiating with Cornerstone around pay and the rollout of “Local Cornerstone”; a new method of care and support based on the Buurtzorg model of care developed in the Netherlands. This model removes direct line management and allows groups of workers to self organise.

Cornerstone refused to negotiate and UNISON sought ACAS conciliation with a date being set for 29<sup>th</sup> November 2018 to find resolution. Cornerstone sent a letter on 28<sup>th</sup> November to the Scottish Secretary derecognising UNISON with immediate effect and withdrawing from the voluntary recognition agreement that had been in place for 24 years; ignoring the six month notice period within the agreement.

Since that point, Cornerstone has begun a campaign of discrediting UNISON and our activists. UNISON has written to all Councillors and local authorities where Cornerstone provides services. Motions have been taken to the Scottish Parliament and the Convention of Scottish Local Authorities (COSLA), condemning the deplorable actions of Cornerstone and urging them to attend ACAS to find a resolution on pay and the relationship.

Our members are still awaiting a pay rise and are currently being paid below Scottish Government policy on sleepovers. Our stewards continue to recruit and we will be looking at pursuing statutory recognition. This AGM calls on the branch to:

1. continue to support our brilliant stewards in the work that they are doing standing up for the workers of Cornerstone.
2. engage with all branch stewards, activists and workers to support Cornerstone stewards and members and encourage all workers to join UNISON.
3. offer all support possible to force Cornerstone to sit down at ACAS and resolve this matter.
4. name and shame all those employers/agencies that are supporting these deplorable union busting tactics.



**Aberdeenshire Branch  
Item 8**

We further call on UNISON at Scottish and UK levels to:

1. take this issue and behaviour to politicians throughout Britain to send the message that: if you want to deliver social care, then respect for an effective staff voice and trade union recognition and negotiation should be given.
2. call on all social care providers to respect the right of workers to organise and to be part of a trade union. To offer recognition and the associated benefits that recognition can produce.
3. condemn the actions of those employers that derecognise and fail to allow their workers an effective voice.

Proposed by: Branch Committee

**Motion 4: Violence at Work**

Aberdeenshire UNISON condemns the amount of violence reported by workers within the workplace throughout all employers and services.

Staff are going to work in good faith, to do a good job, to be safe and to return home safe and well. For far too many staff, this is not the case, with recent statistics from Aberdeenshire education establishments of 136 serious physical assaults being reported since November 2016 and a total of over 1480 violent incidents being reported in that time.

Of course, this is not just happening in schools. Staff delivering care, too often, are subjected to violence and aggression; often being told that it is just part of the job, someone has to do it. Staff working within all services and employers are facing the daily fear of violence from the very people they are all there to support and deliver the best service possible to.

After an incident at work, staff are often supported poorly, or not at all, and just expected to get back on with the job; often working with the perpetrator wondering when they will be subjected to violence again. This takes an enormous toll on the workers, their self esteem, physical and mental health. Often feeling blamed for bringing the violence upon themselves by their own actions.

Of course, some managers are excellent in supporting the workers but they too find themselves constrained by tight budgets and the lack of facilities/options open to them. It is time for this to stop! All workers should know they will be safe when they go to work. Not only do we need policies to be in place to support workers, but we also need more than warm words and statements. We need actions and resources behind them to ensure every worker is safe.

This AGM calls on the branch to:

1. ensure that every employer, service, workplace has policies in place to support all workers to ensure they are free from harm in the workplace.
2. call on all employers to ensure that there are sufficient resources available to ensure incidents don't happen and that, if they do, the appropriate support needed by the worker can be taken.
3. that the Convention of Scottish Local Authorities (COSLA) and Scottish Government take up this issue and produce guidance for all Scottish employers to follow and implement.



Aberdeenshire Branch  
Item 8

We also call on UNISON on Scottish and UK level to:

1. renew the efforts of the health and safety committees, Scotland and UK, to update and renew guidance and campaign materials.
2. for UNISON national to take up this issue as a major campaign for the coming years.

Proposed by: Branch Committee

### **Motion 5: Campaign for Climate Change Resilient Public Services**

This Conference recognises that, as part of the Just Transition to a low carbon society the governments of the British Isles urgently need to establish public sector services that are Climate Change Resilient. Funding programmes are urgently needed to prevent the loss of key services and the associated impacts upon our communities as climate change induced weather patterns to become more disruptive hurting those people least able to defend themselves or their communities.

This Conference notes that putting profits before people has resulted in the Climate Change crisis that is sweeping the world. UNISON members their families and communities are on the frontline of this crisis.

Public services rely on an infrastructure that was developed in the 19<sup>th</sup> and early 20<sup>th</sup> century and is particularly sensitive to the problems we now see happening more and more frequently as heavy rain, strong winds and higher tides disrupt transport, power and water supplies. Droughts and storms elsewhere in the world threaten food availability and food security, the last thing people on low incomes need in Food Bank Britain. Guidance and funding for public sector infrastructure that fails to plan for climate change is planning to fail its service users.

The climate change crisis is affecting UNISON members as they struggle to deliver and maintain services within an infrastructure that is not geared up to the rapidly changing weather.

Climate change damage to public sector infrastructure has to be met from the organisation's reserves! A cash strapped public sector cannot afford to plan for infrastructure damage, struggles to have enough staff to cope with the emergency and has to beg for additional money to repair the damage. Conference our members and the people of the British Isles need and deserve climate change ready public services.

Conference recognises that the Paris Agreement to reduce the use of fossil fuels needs urgent action in order to address the rise in global temperatures that is causing climate change.

Climate change will exacerbate inequality in our society as those least able to afford it face more flooding events, disrupted transport, power, communication, health care, water and food supplies.

Climate change will without action now disrupt public services leading to the marginalisation of people, and communities in the British Isles just as it does in the rest of the world.

Investment in a 21st century climate change resilience public sector linked into changing lifestyles will deliver a more fairer and equal society.



**Aberdeenshire Branch  
Item 8**

The UNISON Aberdeenshire branch requests that the UNISON National Delegate Conference:

1. Engage fully with our members, and civic society across the UK to seek support for a Climate Change Resilience Strategy and public sector infrastructure funding programme.
2. Engage with the TUC, Scottish and Welsh Trades Union Councils, environmental groups and the People's Assembly to build a broad coalition to support a campaign for Climate Change Resilient public services infrastructure.

Proposed by: Branch Committee

**Motion 6: Honoraria**

Aberdeenshire UNISON proposes to pay the Treasurer the sum of £1362.04. This sum is calculated based on the amount paid last year plus the pay settlement for 2018/19. The settlement recently out for consultation is proposed to be 3.5%. Although not agreed, it is proposed to pay this amount at this point with a view to revisiting next year should that settlement change. This is to recognise all the work carried out in their own time during the past year and we all should support.